



To The Deckplates



Talking Points on Issues Relevant to the Navy's Chiefs Mess

Induction: Week One

“The conduct and quality of CPO Induction will determine the future success of our newest Chiefs. The quality of the training is an indication of our commitment to our Sailors and our Navy.”

--MCPON (SW/FMF) Joe R. Campa, Jr.

- The 2007 Induction is underway. I look forward to the next six weeks as a time of re-commitment and re-invigoration of our Mess. It is an important time of year, as we train and develop more than 4,000 CPO Selectees; and prepare them to walk the deckplates as Chief Petty Officers.
- **By now I expect that all non-selects have been counseled and career development boards scheduled.** Selection to Chief Petty Officer is a career-long goal and we owe our Sailors deckplate feedback and guidance. We must ensure they understand what they need to do to strengthen their chances for selection.
- **CMCs should make a deliberate effort to choose sponsors who best suit each selectee.** No job during Induction is more important than those selected to be sponsors. Just as we measure our own success through the success of our Sailors, I expect sponsors to view Induction using the same standard.
- **CPO Selectee Training and the year-round Chiefs Mess Training should focus on the 2007 Induction Guidance and our Mission, Vision and Guiding Principles.** Every one of us needs to remain consistently aware of the ultimate goal: making new Chiefs ready to lead from the deckplates.
- **Establish a connection with the Selectee's family.** Mutual understanding of the process will enable the Selectee to devote the requisite time and energy toward becoming a strong Chief Petty Officer.
- **Ensure Mission Readiness does not suffer.** Induction is vital and I believe our commanding officers realize that. But “mission first” is a phrase that must always have literal meaning. Selectees should feel the strain of competing priorities, but all Chiefs should be on the lookout for any sign of operational degradation. None of us can afford to forget we are a wartime Navy.

“Engage every Chief in the process. For those who fail to engage, remind them of the difference between a Chief and an E-7.”